

individual in America to be judged on their merits and abilities and to be allowed to contribute to society without facing unfair discrimination on account of sexual orientation. It is about our ongoing fight against bigotry and intolerance, in our country and in our hearts.

I applaud the bipartisan efforts of Senators Jeffords, Kennedy, and Lieberman and Congressmen Shays and Frank to make the "Employment Non-Discrimination Act" the law. I also thank the members of the Human Rights Campaign and the Leadership Conference on Civil Rights, whose executive directors joined in our meeting, for their early support and hard work on behalf of this bill. It failed to win passage by only one vote in the Senate last year. My administration worked hard for its passage then, and we will continue our efforts until it becomes law.

Discrimination in employment on the basis of sexual orientation is currently legal in 41 States. Most Americans don't know that men and women in those States may be fired from their jobs solely because of their sexual orientation, even when it has no bearing on their job performance. Those who face this kind of job discrimination have no legal recourse in either our State or Federal courts. This is wrong.

Individuals should not be denied a job on the basis of something that has no relationship to their ability to perform their work. Sadly, as the Senate Labor and Human Resources Committee has documented during hearings held in the last Congress, this kind of job discrimination is not rare.

The "Employment Non-Discrimination Act" is careful to apply certain exemptions. It provides an exemption for small businesses, the Armed Forces, and religious organizations, including schools and other educational institutions that are substantially controlled or supported by religious organizations. This later provision respects the deeply held religious beliefs of many Americans. The bill specifically prohibits preferential treatment on the basis of sexual orientation, including quotas. It does not require employers to provide special benefits.

As I indicated when I originally announced my support of this legislation in October of 1995, the bill in its current form appears to

answer all the legitimate objections previously raised against it, while ensuring that Americans, regardless of their sexual orientation, can find and keep their jobs based on their ability and the quality of their work. It is designed to protect the rights of all Americans to participate in the job market without fear of unfair discrimination. I support it, and I urge all Americans to do so. And I urge Congress to pass it expeditiously.

### **Remarks on Senate Ratification of the Chemical Weapons Convention and an Exchange With Reporters**

*April 24, 1997*

**The President.** Ladies and gentlemen, the United States Senate has served America well tonight. Because they have ratified the Chemical Weapons Convention, our troops will be less likely to face poison gas on the battlefield, our hand will be strengthened in the fight against terrorists and rogue states. We will end a century that began with the horror of chemical weapons in World War I much closer to the elimination of those kinds of weapons. And once again, America has displayed the leadership that we must demonstrate as we build a safer world for the 21st century.

Two and a half months ago, Majority Leader Lott and I put together a process to work through the concerns that some Senators had about the treaty. Our negotiating teams held 30 hours of meetings; so did groups led by Senator Biden and Senator Helms. At the end of the day, because we went the extra mile, we resolved the problems that had been raised by the vast majority of the Senators.

I thank the Majority Leader for guiding these efforts so successfully. I applaud the efforts of Senators on both sides of the aisle, including Minority Leader Daschle, Senator Biden, Senator Lugar, and Senator McCain. And I've been so gratified that in these past few weeks, so many have put politics aside to join together behind this treaty, as we saw yesterday when Senator Dole and General Powell, Brent Scowcroft, and other Republicans joined me, as they had previously.

I thank the Vice President, the Chairman of the Joint Chiefs of Staff, and so many of

our military leaders, past and present, who also came out strongly in support of this treaty.

This vote is an example of America working as it should, Democrats and Republicans together, putting our country first, reaching across party lines, reaching for the common good. This vote is vivid proof that we are stronger as a nation when we work together. It's true when it comes to our leadership in the world; it's also true when it comes to dealing with our challenges here at home: strengthening our education system, finishing the job of reforming welfare, fighting crime, defending the environment, and finishing the job of balancing the budget.

The Chemical Weapons Convention truly was made in America, under two of my predecessors. It is right for America. Now it has been ratified in America, and it will make our future more secure. For that, on behalf of the American people, I am profoundly grateful to the United States Senate.

#### ***Budget Agreement***

**Q.** Mr. President, Senator Lott said today that, in light of his support of this treaty, that you should show, quote, "similar courage against your base and make budget concessions that might upset Democrats." Are you willing to anger Democrats to balance the budget, if that's what it takes?

**The President.** Well, first of all, a majority of Republicans supported this treaty and all the Democrats. And I think we can get a balanced budget supported by a majority of Republicans and a majority of Democrats in both Houses if we work together in good faith. This was not some unilateral move. This was an honest, good-faith negotiation. We put 28 clarifying conditions on to the treaty that we worked very hard with Senator Lott and others with.

I am—what I am willing to do, I'm willing to work through this process on the budget just the way we worked through this. I'm very encouraged by it, and I think that America should be encouraged by it. If we work together in a very practical way to do what's in the national interest, I think we can get there.

**Q.** Mr. President, how far apart are you right now with the Republican leadership

and the Democrats in Congress in achieving a balanced budget agreement?

**The President.** I don't want to characterize it. They're working hard, and they're working in good faith. And I want to leave it like that.

I'm going to—we're going to talk tomorrow. It's late. Let's go to bed.

#### ***Missing Military Trucks in Texas***

**Q.** Mr. President, we're told that two military trucks are missing tonight, one carrying four unarmed Air Force missiles, the other said to be carrying machine guns and mortar. Mr. President, we're told that they are overdue 3 to 4 days. What's being done to find these trucks, and is foul play suspected?

**The President.** I've just been briefed on it. The FBI is working on it—working hard on it. It's my understanding that one of the trucks has been recovered, and that the other one has weapons that are inert and cannot cause any harm. But we're working on it. We'll have more reports tomorrow.

NOTE: The President spoke at 10:51 p.m. in the Briefing Room at the White House.

### **Memorandum on Delegation of Responsibilities to the Secretary of State**

*April 24, 1997*

#### ***Memorandum for the Secretary of State***

**Subject:** Delegation to the Secretary of State of the Responsibilities Vested in the President by Section 564 of the Foreign Relations Authorization Act, Fiscal Years 1994 and 1995 (Public Law 103-236), as Amended

By the authority vested in me by the Constitution and laws of the United States of America, including section 301 of title 3 of the United States Code, I hereby delegate to you the functions vested in the President by section 564 of the Anti-Economic Discrimination Act of 1994 (AEDA) (title V of the Foreign Relations Authorization Act, Fiscal Years 1994 and 1995, Public Law 103-236, as amended).

Any reference in this memorandum to section 564 of the AEDA shall be deemed to